



Seaman to Admiral-21 (STA-21)



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STA-21 Programs Consolidated





STA-21

- A full-time **UNDERGRADUATE** education and follow-on commissioning program
 - Applicable to enlisted personnel of the regular Navy and Naval Reserve on active duty
- Selectees are provided a maximum of up to 36 months to complete a baccalaureate degree
- Upon degree completion, selectees will become commissioned officers



STA-21 will...

- Pay ALL sailors their full pay, allowances, and benefits
- Provide up to \$10K per year (*paid to the university*) for tuition, books and fees



STA-21 Eligibility

- U.S. citizen. No waivers!
- Recommended by CO.
 - Good moral character, officer potential, academic ability, and unquestionable loyalty.
- Active duty member of the Navy or Naval Reserve
 - Including FTS, National Call to Service, and SELRES (**Re-enlist into Active Duty**)
 - Not ACDUTRA or AT
 - Able to complete degree in 36 months or less.
- High School Grad/GED
- Able to be commissioned prior to 27th birthday.
 - Age requirements for certain STA-21 option programs differ.
- Maintain a cumulative GPA of 2.5/4.0 while enrolled.
 - Nuclear/CEC/Medical 3.0/4.0
- Must be physically qualified and have passed the latest 3 PFA cycles.



STA-21 Eligibility - *(Continued)*

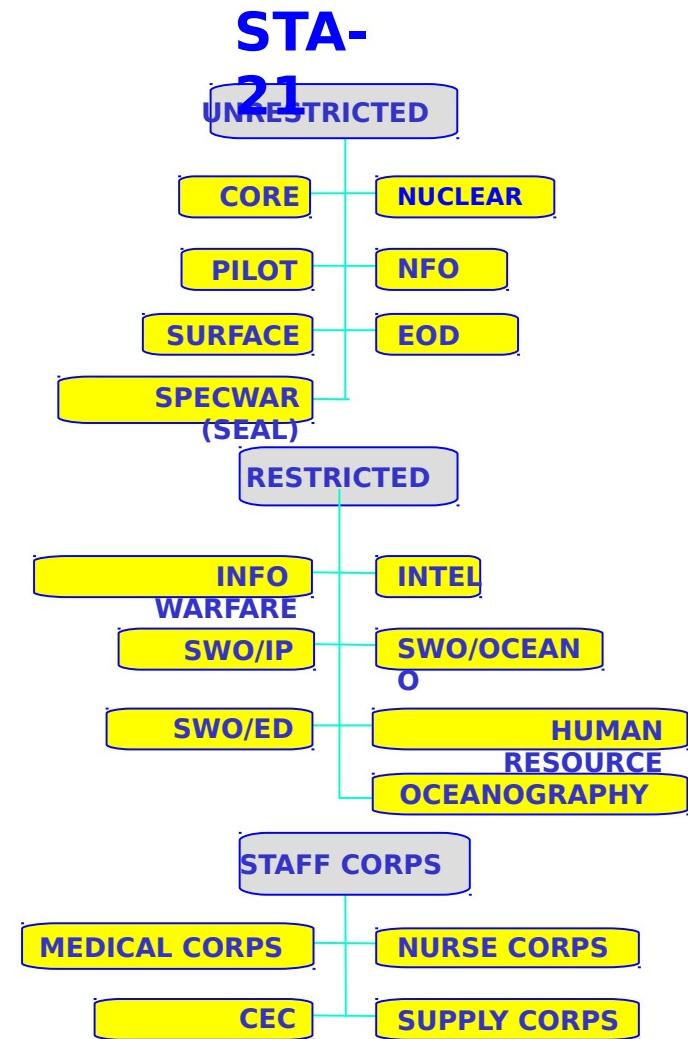
- SAT - Critical Reading 500/M 500 or
ACT - E 20/M 21
 - No waivers for test scores.
 - Nuclear 1140 SAT (comb) or 50 ACT (comb M/E)
- No record of courts-martial or civilian felony convictions.
- No record of DWI/DUI within the three (3) years preceding application deadline.
 - Substantiated drug/alcohol incident while in enlisted status will be assessed.
- No record of disciplinary action under Article 15, UCMJ, or conviction by civil court for misdemeanors (except minor offenses <\$300) during the three (3) years preceding application deadline.
- Students presently enrolled in other officer accession programs are not eligible.



Program Options



09/04/16 UNCLASSIFIED





Core Option

- Able to complete degree requirements and be commissioned prior to 27th birthday. Maximum age limit may be adjusted to - prior 29th birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- Must be able to complete requirements for baccalaureate degree in 36 months.
- Must complete 2 semesters of calculus and calculus-based physics. Grade of 2.0 (C or better).
- Maintain a grade point average of 2.5 or better on a 4.0 scale.
- To commission, must pass medical standards in accordance with the Medical Manual, Chapter 15.
- Incur a 5 year active duty obligation upon commissioning.



Nuclear Option

- The only applicants eligible to apply are those currently:
 - Enrolled in Nuclear Field "A" School, Naval Nuclear Power School or Naval Nuclear Power Training Unit.
 - Assigned to Naval Nuclear Power Training Unit or Fleet Interactive Display Equipment (FIDE) Trainer as staff pickup instructors or sea returnee instructors.
 - Assigned to Naval Nuclear Power Training Command as sea returnee instructors.
- Must be able to complete degree requirements and be commissioned prior to age 26 ½ years
 - For students and staff pickup instructors. Waivers may be considered on a



case-by-case basis for those who would age 29 ½ at commissioning. Sea instructors must be commissioned prior to birthday.



Nuclear Option (*Continued*)

- Applicants must have a combined 1140 SAT (minimum of 500/500) or combined 50 ACT (minimum 20V/21M).
- Have finished sufficient undergraduate work to complete requirements for baccalaureate degree in 36 months.
- Must attend 1 of 18 NROTC universities.
- Must major in technical curricula and maintain 3.0/4.0 GPA.
- Open to men and women.
- Candidates must meet physical qualification requirements for submarines and/or nuclear field duty. It is strongly recommended that a physical be completed and approved by the Undersea Medicine personnel during the application process.
- Incur 5-year active duty obligation upon commissioning.





Pilot Option

- Able to complete degree requirements and be commissioned prior to 27th birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- Maximum age limit may be adjusted to - prior birthday.
- Achieve a score of Academic Qualification Rating/AQR(4) and Pilot Flight Aptitude Rating/PFR(5) on the Aviation Selection Test Battery/ASTB.
(850) 452-2379 or NMOTC-ASTB@med.navy.mil
- Must pass Student Naval Aviator flight physical exam, prior to application, to ensure that applicants are fit for aviation duty.
- Incur an eight year active duty obligation upon date of designation as a Naval Aviator or six years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).





NFO Option

- Able to complete degree requirements and be commissioned prior to 27th birthday. Maximum age limit may be adjusted to prior 31st birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- Achieve a passing score of AQR(4) and FOFAR(5) on the ASTB. Must pass Student Naval Flight Officer flight physical exam, prior to application, to ensure that applicants are fit for aviation duty.
 - POC info is the same as in the Pilot Option.
- STA-21 NFO Option officer candidates will incur a six year obligation upon date of designation as officer or six years from date of completion of flight training.





SWO Option

- Able to complete degree requirements and be commissioned prior to 28th birthday. No Waiver!
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- STA-21 SWO Option selectees will incur a five year active duty obligation upon commissioning.





CEC Option

- Able to complete degree requirements be commissioned prior to 42nd birthday.
- Have sufficient college credits to complete ABET engineering degree or NAAB architecture degree within 36 months.
- Must maintain a 3.0/4.0 minimum GPA.
Preferred degrees are civil, mechanical and electrical engineering.
- Open to all ratings. Selectees must have at least four years of active duty (of which at least three years were in an other than formal training environment).
- Medically qualified (Same as Core Program with exception that color blindness not disqualifying).
- Incur a 5-year active duty obligation upon commissioning.
- www.npc.navy.mil/Officer/Pers44/CivilEngineerCorps





SPECWAR (SEAL) Option

- Able to complete degree requirements and be commissioned prior to 29th birthday. Limit may be adjusted for active service up to 24 months. Waivers beyond 24 months may be considered for personnel who possess exceptional qualifications, provided they can be commissioned prior to the 35th birthday.
- Must pass physical qualification IAW Medical Manual, Chapter 15, including qualification for Special Operations Duty.
- Incur five-year active duty obligation upon commissioning.
- Applicants must be members of:
- Open to males only.





Explosive Ordnance Disposal (EOD) (Formerly SPECOP)

- Selectees must be able to complete degree requirements and be commissioned prior to 29th birthday. Length of service may be adjusted upward for active service up to 24 months. Waivers beyond 24 months may be considered for personnel who possess exceptional qualifications, provided they can be commissioned prior to their 29th birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- Applicants must have one of the following NECs: 5332, 5333, 5334, 5335, 5336, 5337, 5342, 5343, 8493, or 8494.





Explosive Ordnance Disposal (EOD) (Formerly SPECOP) - (cont'd)

- Must pass physical qualification in accordance with the Medical Manual, Chapter 15, including qualification for diving duty and/or combat swimmer.
- Incur five-year active duty obligation upon commissioning.



Nurse Corps Option

- Must be at least 18 years old. Must complete degree requirements and be commissioned to 42nd birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- Exempt from the Calculus and Physics requirements of STA-21 Core program.
 - Must meet math/science requirements of Nursing degree program.
- Must have completed a minimum of 45 quarter, or 30 semester credit hours in undergraduate nursing prerequisite courses; Psychology, Biology, Chemistry, Organic Chemistry, Anatomy and Physiology, Microbiology, Nutrition, Sociology, History, General English and Math, and PE Class.





Nurse Corps Option *(Continued)*

- Available only at specially identified NROTC affiliated colleges or universities with nursing programs that confer a Baccalaureate Degree in Nursing that is accredited by the NLNAC or the CCNE. Must meet licensure requirements.
- Selectees will incur a five-year active duty obligation upon commissioning.



Supply Corps Option

- Selectees must be able to complete degree requirements and be commissioned prior to 31st birthday. No waivers.
- Available for active duty Navy enlisted personnel of all ratings.
- Applicants must earn a baccalaureate degree in a business, engineering or math-related field.
- Must pass medical standards in accordance with the of the Medical Manual, Chapter 15 - color blindness not disqualifying.
- STA-21 Supply Corps Option selectees will have a year active duty obligation upon commissioning.





Intel Option

- Must be at least 18 years old and be able to complete the degree requirements and be commissioned prior to 35th birthday.
- This option is open to men and women of all ratings.
- Must pass physical standards in accordance with the Medical Manual, Chapter 15 - color blindness not disqualifying.
- Applicants who are selected, must have a current TS/SCI clearance or provide proof that TS/SCI documentation has been submitted.
- Incur a 5 year active duty obligation from commissioning.





Information Warfare Option

- Must be at least 18 years old and be able to complete the degree requirements and be commissioned prior to 35th birthday.
- This option is available to all ratings for candidates possessing Information Warfare (IW) skills in the areas of signals, foreign languages (emphasis on middle and far eastern languages) and information systems technologies and networks.





Information Warfare Option *(Continued)*

- Must pass physical standards in accordance with the Medical Manual, Chapter 15 - color blindness not disqualifying.
- Applicants who are selected, must have a current TS/SCI clearance or provide proof that TS/SCI documentation has been submitted.
- Incur a 5 year active duty obligation upon commissioning.



Medical Corps Option

- Applicants must be at least 18 years old and able to complete 20 years of active commissioned service as a physician by age 62.
- Available for active duty Navy enlisted personnel of all ratings.
- Med. Corps option participants will attend NROTC affiliated colleges/universities with pre-medical programs that confer a Bachelor of Science degree (B.S.) and will not be allowed to transfer to another school while participating in the Med. Corps program.
- Participants in the Med. Corps are required to take the Medical College Administration Test (MCAT) no later than 1 year prior to undergraduate degree completion. (MCAT scores must be a minimum of 24 with no individual score less than 8)
- All Med. Corps options must be accepted to Uniform Services University of Health Sciences (USUHS) or Health Professions Scholarship Program (HPSP) may need to apply for HPSP in Junior Year to complete the medical education component of this STA-21 program.



Medical Corps Option (*Continued*)

- Selectees for the Medical Corps must volunteer to enlist for 6 years from the date of enrollment. Payment of selective reenlistment bonus is not authorized for selectees who reenlist for the purpose of meeting this obligated service requirement.
- Selectees will be required to serve 5 years of Active Duty upon commissioning in addition to obligations incurred from attending medical school which are as follows:
 - 4 yrs at USUHS will incur a 7 yr obligation in addition to 5 yrs already owed, totaling 12 yrs of service.
 - Each year under HPSP scholarship translates to one year of service in addition to 5 yrs already owed which in most cases would be 9 yrs.
- The service obligation will commence after completion of medical school.



SWO (IP) Option

- Able to complete degree requirements and be commissioned prior to 28th birthday. No Waiver!
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- STA-21 SWO (IP) Option selectees will incur a five year active duty obligation upon commissioning.



SWO/OCEANO Option

- Able to complete degree requirements and be commissioned prior to 28th birthday. No Waiver!
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- STA-21 SWO (OCEANO) Option selectees will incur a five year active duty obligation upon commissioning.



SWO/Engineering Duty (ED) Option

- Able to complete degree requirements and be commissioned prior to 35th birthday. No Waiver!
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- STA-21 SWO (ED) Option selectees will incur a five year active duty obligation upon commissioning.



Human Resource (HR) Option

- Able to complete degree requirements and be commissioned prior to 29th birthday.
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- STA-21 HR Option selectees will incur a five year active duty obligation upon commissioning. Additional obligated service may be incurred as a result of special training received following commissioning.



Oceanography Option

- Able to complete degree requirements and be commissioned prior to 35th birthday. No waiver!
- Available for active duty Navy enlisted personnel of all ratings.
- To commission, must meet medical standards in accordance with the Medical Manual, Chapter 15.
- Oceanography SELECTEES must have TS/SCI clearance or proof that clearance has been requested from Joint Personnel Adjudication System (JPAS).
- STA-21 Oceanography Option selectees will incur a five year active duty obligation upon commissioning.



STA-21 Program Application

- **Part 1**
 - On-Line: <https://www.sta-21.navy.mil>
 - Statistical Data
 - Check Application Status
 - Update Application
- **Part 2**
 - Mail-In Portion:
 - Naval Service Training Command
OD2 (STA-21)
250 Dallas Street, Ste. A
Pensacola, FL 32508-5268



STA-21 Program Application (*Continued*)

- **Applicant's Responsibility:**

- Application cover letter
- Personal statement
- Eval
- SAT/ACT scores
- ASTB (Pilot or NFO only)
- High school transcripts or GED
- College Transcript(s) - if applicable. In order to receive credit for an Associates degree, it must be documented on SMART or College transcript.
- SMART transcript
- Additional documents (qualifications, awards, page 4s, etc).
- PFA/PRT results (last 3 cycles printed from PRIMS)
- Intel, IW and Oceanography selectees must have a current TS/SCI clearance or provide proof that TS/SCI documentation has been submitted.
- Page 13 Statement of Understanding (for each option)
- Photograph (Nuclear Only)



STA-21 Program Application (*Continued*)

- **Command's Responsibility:**
 - CO Endorsement letter with ranking- signed and dated
 - CO Recommendation Form
 - Interview board appraisal sheets (3) – CO does not submit one.
- **Nomination Review Board's Responsibility:**
 - Chairperson Recommendation Form
 - Interview board appraisal sheets (3) – CO does not submit one.
 - Interview Verification Form – signed and dated by both Commanding Officers



STA-21 Program Application *(Continued)*

- **Application Deadline:**
 - Applications must be post-marked **NLT
1 July of application year.**
 - Those applications received missing the above information or postmarked later than due date will not be eligible for Selection Board. Extenuating circumstances will be considered on a case by case basis. Should be addressed in CO's endorsement.



STA-21 Program Application

(Screening Procedures)

- Check applicants Age and Option Feasibility
- Don't forward packages that are not recommended
- Address discrepancies in application (i.e. lack of transcripts, eval gaps, prior scholarship attempts)
- Accuracy, Consistency, Eligibility (ACE)
- Leadership potential
- Senior Board Members carry more weight



Selection Board Emphasis

- **OFFICER POTENTIAL**
 - Fleet performance
 - Leadership
 - Willingness to assume responsibility
 - Advancement record
 - Officer comments
 - Physical fitness
- **ACADEMIC POTENTIAL**
 - High School Transcript
 - College Transcript
 - SMART Transcript
 - SAT/ACT Scores



Selection Board Comments

- Most important part of package is CO endorsement (consistency, comments, leadership experience).
- Try to get more senior people to conduct external Interview boards. (Specific community applicant is applying to should be represented).
- Applicants personal statement should explain any weaknesses or special circumstances (deployment, poor HS grades, etc.) . Must specify option(s) applying for.
- Gain as much off duty education as possible prior to applying.
- Technical Degrees hold a lot of weight with the board. (Ability to complete Calculus/Physics)
- Applicants should gain recommendations outside of their COC. (Past CO's, CMC's, HS coaches, etc.)
- Sailors selected as alternates should reapply and state select status in package.

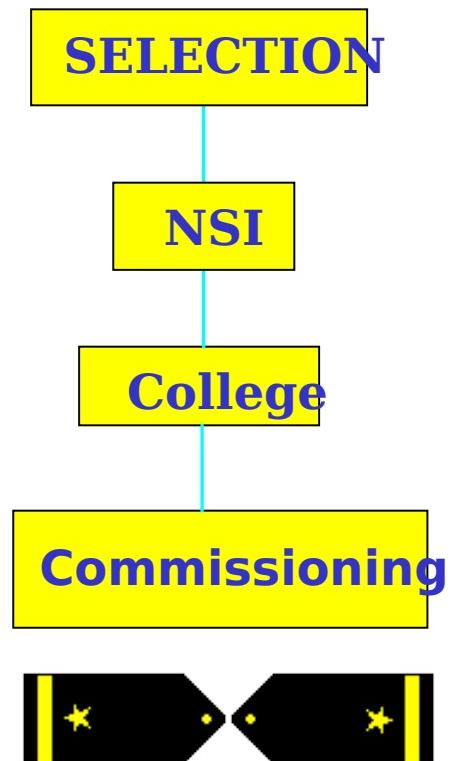


Trends

- More emphasis on technical majors
- Early completion - Do you have your AA?
- Encourage more diversity applicants
- Minimums are not good enough (PRT)
- Avg selectee SAT: 1200
- College credits – math is important!
- Whole Person – community involvement, outside activities



STA-21 Education Paths





Seaman to Admiral-21

- **At the University...**
 - Assigned to an NROTC unit as an Officer Candidate
 - Remain on active duty...receive pay and allowances. Time does not count towards officer retirement but it does count for pay purposes.
 - Complete degree program within 36 months and prior
 - to age limit for assigned option.
 - Complete two semesters of calculus based physics. (*Exception: Nurse*)
 - Attend PNS established drills, labs, GMT, etc.
 - Maintain all eligibility requirements
 - Service Selection (*Core option only*)





Naval Science Institute - OTC Newport

- Eight week program
- Covers Professional Military Education:
 - Introduction, Sea Power and Maritime Affairs
 - Naval Sea Systems I and II (Engineering and Weapons)
 - Navigation and Naval Ops
- Physical Readiness Training
- Swimming Qualifications
- Receive Officer Candidates in uniforms





STA-21 Milestones

- Application Deadline 1 Jul
- Selection Board Sep
- NAVADMIN of Selectees Oct
- Begin NSI Feb
- Begin College* Sum/Fall

* *Not all participants will begin at same time*



STA-21 FY 2013 Applicants

RACE/ETHNICITY	SEX	TOTAL APPLS RECEIVED	NUMBER APPLS QUALIFIED	% OF QUALIFIED APPLS BY CATEGORY	NUMBER APPLS SELECTED	% SELECTED OF QUALIFIED	% OF TOTAL QUALIFIED APPLS SELECTED
Am. Indian/Native Alaska	F	0	0	0	0	0.00%	0.00%
Am. Indian/Native Alaska	M	5	4	80%	0	0.00%	0.00%
Asian	F	10	9	90%	0	0.00%	0.00%
Asian	M	22	20	90.90%	4	20.00%	0.02%
Black/African American	F	26	20	76.92%	0	0.00%	0.00%
Black/African American	M	47	36	76.60%	2	05.56%	.00.35%
White	F	72	61	84.72%	6	09.83%	1.05%
White	M	374	312	83.42%	27	08.65%	04.75%
Native Hawaii/Pacific Isl.	F	1	1	100%	0	0.00%	0.00%
Native Hawaii/Pacific Isl.	M	1	1	100%	0	0.00%	0.00%
Hispanic	F	13	10	76.92%	1	0.1%	00.18%
Hispanic	M	56	43	76.79%	4	09.30%	00.70%
Multiple	F	10	9	90.00%	1	0.1%	00.18%
Multiple	M	42	39	92.86%	3	07.69%	00.53%
Did Not Respond	F	11	10	90.90%	2	0.2%	00.35%
Did Not Respond	M	53	47	88.87%	5	10.64%	00.88%
Subtotal	F	130	110	84.62%	9	08.18%	01.58%



FY-11, 12&13 STA-21 Selection Goals

	FY1 1			FY1 2			FY1 3				
Option	Goal	Qualified	Selected	Goal	Qualified	Selected	Goal	Recv'd	Qualified	Selected	
CEC	2	44	2	1	42	1	1	31	29	1	
CORE	30	74	30	3	87	3	1	46	33	5	
HR	2	28	2	2	26	2	0	23	19	0	
IW	2	57	2	1	58	1	0	52	47	0	
INTEL	2	87	2	1	73	1	0	63	59	0	
MEDICAL	2	35	2	2	42	2	0	52	48	0	
NFO	4	14	4	4	26	4	1	18	13	1	
NUCLEAR	30	57	30	35	37	35	35	132	35	31	
NURSE	9	19	9	4	23	4	1	38	20	1	
OCEANO	4	10	4	1	22	1	0	20	18	0	
PILOT	8	69	8	8	56	8	3	68	51	3	
EOD	2	9	2	1	13	1	1	7	7	1	
SPEC WAR	2	4	2	1	7	1	1	3	3	1	
SUPPLY	2	31	2	1	28	1	0	36	30	0	
SWO	8	47	8	4	26	4	2	34	20	2	
SWO/ED	2	32	2	3	42	3	2	36	35	2	
SWO/IP	2	9	2	1	3	1	1	9	8	1	
SWO/OCEANO	2	2	2	2	2	2	1	6	4	1	
TOTAL	UNCLASSIFIED	628	115	75	613	75	50	674	479	50	44

STA-21 FY-13 Historical Data

AGE DISTRIBUTION	AGE <18	AGE 18-21	AGE 22-25	AGE 26-28	AGE >=29			
Selects	0	10	28	10	2			
Alternates	0	2	13	10	1			
Qualified	0	65	274	154	76			
Pkgs. Received	0	77	308	198	91			
YRS OF ACTIVE SVC	UNDER 1	1-3	4-6	7-9	10-15	16 & above		
Selects	1	32	9	7	1	0		
Alternates	0	6	10	9	1	0		
Qualified	14	235	172	109	35	4		
Pkgs. Received	18	271	201	137	43	4		
SAT/ACT SCORE	<1000	1000-1099	1100-1199	1200-1299	1300-1399	1400-1499	1500-1599	>=1600
Selects	0	3	10	13	10	10	3	1
Alternates	0	6	11	5	3	1	0	0
Qualified	0	139	189	142	58	32	8	1
Pkgs. Received	20	166	218	160	68	33	8	1
PAYGRADE	E2	E3	E4	E5	E6	E7		
Selects	0	0	29	14	7	0		
Alternates	0	1	5	13	7	0		
Qualified	0	30	187	237	106	9		
Pkgs. Received	0	34	220	282	129	9		
GENDER	MALE	FEMALE S	TOTALS					
Selects	41	9	50					
Alternates	21	5	26					



STA-21 Information

- Commercial: (850) 452-9563/9433
- DSN: 922-9563/9433
- Fax: (850) 452-2486 or DSN 922-2486
- Email: PNSC_STA21@navy.mil
- Website: <https://www.sta-21.navy.mil>
- Hours: Mon-Fri 0600-1430 (CST)